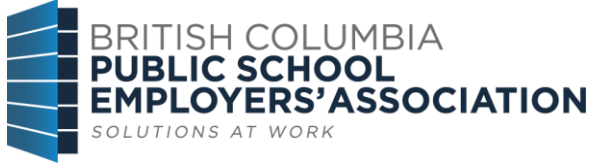


**BCPSEA Proposal E. 35**

Date: May 27, 2019 Time:



**Employer concept proposals D.1 Class Size, D.2 Non-Enrolling Ratios and D.4 Preparation time are to be considered together. As a package, they replace MOA re: LOU No. 17, provincial D.1 and D.2, and the restored language in each local Schedule A.**

Delete and replace Article D.1 as follows:

**Article D.1 Class Size**

1. The size of primary classes will be limited as follows:
  - a. Kindergarten will not exceed 20 students;
  - b. Grade 1 – 3 classes will not exceed 22 students;
2. Where there is more than one primary grade in any class with primary students, the class size maximum for the lower grade will apply.
3. Where there is a combined primary/intermediate class, the class will not exceed 24 students.
4. The average size of grades 4 to 12 class in a district will be no higher than **24**. The average will be calculated in a linear model as:
  - a. The number of students enrolled in the district as of September 30;
  - b. The number of classes, excluding those classes of D.1.5, as of September 30;
  - c. Dividing the number in (a) by the number in (b).

The average will be calculated in a semester model as:

- d. The number of students enrolled in the district as of September 30 and ten (10) school days after the commencement of the second semester;
- e. The number of classes, excluding those classes of D.1.5, as of September 30 and ten (10) school days after the commencement of the second semester;
- f. Dividing the number in (a) by the number in (b) on each date.

Where a district operates on a model other than linear or semester, appropriate comparable calculation dates will be established by BCPSEA and BCTF.

5. Excluded categories include:
  - a. an adult or continuing education class;
  - b. a class conducted by means of distributed learning;
  - c. a class that is part of an alternate program;
  - d. a class that meets for the purpose of a work study or work experience program;

- e. a class that is limited to students enrolled in a specialty academy, as defined in section 82.1 (1) of the School Act;
  - f. a music class, including band, choir, instrumental music and orchestra;
  - g. a performing arts class, including drama and dance;
  - h. a Career Education class including Career Life Education and Career Life Connections classes;
  - i. a board-authorized leadership course;
  - j. a class focused on students with special needs
6. Class averages do not apply to excluded classes as listed in D.1.5.
  7. A 1.0 FTE elementary teacher whose regular class (excluding those in D.1.5) exceeds the average class size by 3 or more students as of October 1 will be provided with **3** workload support days to be scheduled during the school year. Workload support days will be prorated by FTE.
  8. A 1.0 FTE elementary preparation teacher who has 50% or more of their regularly assigned classes (excluding those in D.1.5) exceed the average class size by 3 or more students as of October 1, will be provided with **1.5** workload support days to be scheduled during the school year. Workload support days will be prorated by FTE.
  9. Where a secondary class (excluding those in D.1.5) exceeds the average class size by 3 or more students, the teacher will:
    - a. In a linear model receive **.125** workload support days to be scheduled during the school year;
    - b. In a semestered model receive **.25** workload support days to be scheduled during the semester.
  10. Where a teacher takes a leave of absence that results in a replacement teacher greater than 20 consecutive school days, the remaining allocation of workload support days generated by a class will be proportionally shared between the teachers teaching the class.
  11. The purpose of a workload support day is to allow the teacher additional time for workload related purposes including but not limited to: preparing for class activities; student assessment, evaluation and reporting; communicating with parents, staff and other student support providers.
  12. Where a district operates on a model other than elementary and secondary, appropriate comparable workload support days will be established by BCPSEA and BCTF.
  13. Where a district operates on a model other than linear or semester, appropriate comparable workload support day will be established by BCPSEA and BCTF.
  14. Scheduling of any workload support day will be subject to the operational requirements of the school and will not be attached to any school break or long weekend.
  15. Workload support days will be taken in half or full day increments. Where a teacher holds less than one half day allocation, the allocation may be scheduled with mutual agreement between the teacher and Principal. Where agreement is not reached, the remaining allocation will be paid out as per D.1.16 below.

16. In the event any workload support days are owing as of end of the school year, the days will be paid out by June 30.
17. For the purpose of this Article D.1 "class" means a group of students scheduled to be together at least twice a week with a teacher for the purposes of engaging in an educational program.

Delete and replace Article D.2 as follows:

#### **Article D.2 Non-Enrolling Ratios**

1. By October 30<sup>th</sup> each district will meet a minimum ratio of one non-enrolling employee to **95** students.
2. For the purpose of calculating non-enrolling staffing ratios, the student number will be the funded FTE student enrolment numbers for standard and alternate schools within the district as reported by the Ministry of Education for September 30 of the current school year.

#### **Article D.4 Preparation Time**

Depending on:

- 1) The agreed to average class size; and
- 2) The agreed to number of workload support days,

Review the possibility to increase elementary preparation time.

----- END OF PROPOSED LANGUAGE -----

#### *Bargaining Discussions:*

This package is tabled to enable further dialogue on teacher workload. In the event agreement is reached on a subsequent or final version of this package, BCPSEA will formally withdraw E25 (Non-Enrolling Ratios), E26 (Class Size), E27 (Workload Assessment Committee).

#### *Implementation:*

These Articles are a standardization of class size and non-enrolling ratios across British Columbia. This standardization replaces the entirety of:

- 1) MOA re: LOU No. 17
- 2) Provincial Article D.1
- 3) Provincial Article D.2
- 4) Any provincial LOU related to class size, composition, or non-enrolling ratios
- 5) Any local Schedule A